

Career Advancement Scheme (CAS) guidelines for Teachers & equivalent cadre, Librarian and other Academic staff in Degree/ Diploma Level institutes of all University Affiliated Government and Non-Government Aided Colleges, University Departments, Institute of Chemical Technology, Matunga, Dr. Babasaheb Ambedkar Technological University Lonere, university conducted colleges, J.J. school of Architecture, Aided autonomous Colleges & MSBTE affiliated Government and Non-Government Aided Polytechnics and Autonomous polytechnic, H.M.C.T, Leather Technology conducting Professional P.G./ Degree/Diploma Courses such as Engineering, Pharmacy, Architecture, colleges, etc.

**Government of Maharashtra
Higher and Technical Education Department
Government Resolution No.: CAS-2013/ (32/13)/TE-2**

Mantralaya Annex, Mumbai- 400 032

Date: 17th October, 2015

Read -

1. AICTE Notification No. 37-3/Legal/2010, dated 5th March 2010 for degree education.
2. AICTE Notification No. 37-3/Legal/2010, dated 5th March, 2010 for diploma education
3. Government Resolution, Higher & Technical Education Department No. SPC-2010/ (34/10)/TE-2, dated 20th August, 2010.
4. All India Council for Technical Education Notification, F.No.37- 3/Legal/AICTE/2012, dated 8th November, 2012 for degree education
5. All India Council for Technical Education Notification, F.No.37- 3/Legal/AICTE/2012, dated 8th November, 2012 for diploma education.
6. Letter of Directorate of Technical Education No. 5/AICTE/VENI/2013/8467, dated 7th September, 2013.

Preamble :

All India Council for Technical Education (AICTE) has revised the pay scales of teachers and equivalent cadre, Librarian and other Academic staff equivalent cadre, in degree/diploma level institutions in Technical Education in accordance with the recommendations of 6th pay commission vide Notifications stated at reference 1 & 2. Accordingly the State Government has adopted the scheme and implemented the same for teachers in degree/diploma level institutions in technical education vide Government Resolution stated at reference-3. As per the provisions in AICTE Notifications stated at reference-1, 2 and subsequently carried in Government Resolution mentioned in reference-3, the detailed conditions of Career Advancement Scheme for teachers and equivalent posts in degree/diploma level

institutions were to be announced later on by the AICTE and then State was to adopt these conditions then onwards. The detailed conditions of Career Advancement Scheme for Degree/Diploma Level Institutions under 6th pay commission are declared by the All India Council for Technical Education vide the Notifications stated at reference-4 & 5. As the implementation of the Career Advancement Scheme announced for Degree/Diploma institutes by the All India Council for Technical Education vide its Government resolution stated at reference-3 was accepted in principle by the cabinet, in its cabinet decision dated 04 August, 2010 for the implementation of the All India Council for Technical Education notifications stated at reference-1 & 2. Directorate of Technical Education has proposed the same vide letter stated at reference-6. It was under consideration of the Government to implement the revised conditions announced by the All India Council for Technical Education with required changes in the appraisal systems of teachers in technical education stated at reference 4 & 5.

Resolution

The AICTE has specified revised pay scales and recruitment qualifications for various teaching posts in degree/diploma institutes and also revised the nomenclature of certain teaching posts in degree institutes under sixth pay commission revision vide notification in reference-1 & 2 which were duly accepted by Government vide Government Resolution in reference-3. Accordingly, recruitment rules for these posts are revised vide Government Resolution dated 10th September, 2012 made applicable then onwards. Thus qualifications and experience for direct recruitment and CAS placements for degree/ diploma teachers from 1.1.2006 to 10.09.2012 shall be the same as per the recruitment rules under 5th pay Commission published for degree/diploma institutes vide notifications dated 5th September, 2000. All direct appointments or CAS placements carried out with old designations up to the date of issuance of this Government Resolution in accordance with the existing recruitment rules shall be re-designated as per new nomenclature prescribed by the AICTE as mentioned below under sixth pay commission with associated job responsibilities.

Sr. No.	Pre-revised Designation/ Pay Scales	Revised Designation/ Pay Band + AGP
A] Degree Level Institutions (Government Aided)		
1.	Lecturer Rs.8000-13500	Assistant Professor Rs.15600-39100 + AGP Rs.6000
2.	Lecturer(Sr. Scale) Rs.10000-15200	Assistant Professor Rs.15600-39100 + AGP Rs.7000
3.	Lecturer(Selection Grade) Rs.12000-18300 (Below 3 years' service)	Lecturer (Selection Grade) Rs. 15600-39100 + AGP Rs.8000
4.	Lecturer (Selection Grade): Rs.12000-18300 (3 years or more than 3 years of service in this scale) or in revised scale of Rs.15600-39100 with AGP of Rs.8000 (3 years or more than 3 years of service)	Associate Professor Rs. 37400-67000 + AGP Rs.9000
5.	Professor: Rs.16400-22400	Professor Rs.37400-67000+AGPRs.10000
6.	Principal: Rs.16400-22400	Principal Rs.37400-67000 + AGP Rs. 10000 + Special Pay of Rs.3000/-
B] Diploma Level Institutions		
1	Lecturer Rs.8000-13500	Lecturer Rs.15600-39100 + AGP Rs.5000
2	Lecturer (Sr. Scale) Rs.10000-15200	Lecturer (Sr. Scale) Rs.15600-39100 + AGP Rs. 7000
3	Lecturer (Selection Grade) Rs.12000-18300 (below 3 years of service in this scale)	Lecturer (Selection Grade) Rs.15600-39100 + AGP Rs. 8000
4	Lecturer (Selection Grade) Rs.12000-18300 (3 years or more than 3 years' service in this scale) or in revised scale of Rs.15600-39100 with AGP of Rs. 8000 (3 years or more than 3 years of service in this scale)	Lecturer (Selection Grade) Rs.37400-67000 + AGP Rs. 9000
5	Head of the Department Rs.12000-18300	Head of the Department Rs.37400-67000 + AGP Rs. 9000
6	Principal Rs.16400-22400	Principal Rs. 37400-67000 + AGP Rs. 10000 with special allowance of Rs. 2000 per month

Sr. No.	Pre-revised Designation/ Pay Scales	Revised Designation/ Pay Band + AGP
C] Librarian Degree Level and Diploma Level Institutions		
1.	Librarian: Rs.8000-13500	Librarian/ College Librarian Rs.15600-39100 +AGP Rs.6000
2.	Librarian (Sr. Scale): Rs.10000-15200	Librarian (Sr. Scale) Rs.15600-39100+ AGP Rs.7000
3.	Librarian (Selection Grade): Rs.12000-18300 (below 3 years of service)	Librarian (Selection Grade) Rs.15600-39100+ AGP Rs.8000
4.	Librarian (Selection Grade)Rs.12000-18300 (3 years or more than 3 years of service)	Librarian (Selection Grade) Rs.37400-67000+ AGPRs.9000

The terms and conditions of all the CAS placements of teachers & equivalent cadre, Librarian other academic staff, up to issuance of this Government Resolution, shall be in accordance with the 5th pay commission and there after it shall be as revised hereafter by the AICTE 6th pay commission recommendations.

Revised Conditions of Career Advancement Scheme under 6th pay commission -

A. Implementation Details of the Scheme:

- i. Teacher who wishes to be considered for promotion under CAS should submit in writing to the University / College/ Institute, within three months in advance of the due date, that he/ she fulfils all qualifications under CAS and submit to the University / College the Performance Based Appraisal System (PBAS) in a pro-forma as evolved by the concerned University/College duly supported by all credentials as per the Academic Performance Indicator (API) guidelines specified under notifications in reference-4 &5.
- ii. In order to avoid delays in holding Selection Committee meetings in various positions under CAS, the University/ College should immediately initiate the process of screening / selection, and shall complete the process within six months from the date of application. Candidates who do not fulfil the minimum score requirement under the API Scoring System specified under notifications in reference- 4 &5 or those who obtain less than 50% in the expert assessment of the selection process will have to be

- re-assessed only after a minimum period of one year. The date of promotion shall be the date on which candidate is successfully reassessed.
- iii. As AICTE has authorised the respective State Government/ Board of Governors to prescribe the constitution of “Screening-cum-Evaluation Committee” for CAS promotions in Government/ aided institutes, As AICTE Universities, Deemed to be Universities and Autonomous Institutions, and as the power for the same and implementation of CAS scheme in autonomous institutes participating in Technical Education Quality Improvement programme is vested with the Board of Governors of respective Institutes / Universities as mentioned in G.R. dated 23/10/2012. BOG / Executive Council of these Institutes/Universities shall constitute and decide CAS promotions at institute level in accordance with AICTE notifications in reference - 4 & 5. For all non-autonomous- government/ aided institutes, the “Screening-cum-Evaluation Committee” for CAS promotions shall be constituted and promotions shall be decided at the level of Directorate of Technical Education.
- iv. The quorum of these committees in all categories mentioned above shall be three including at least one subject expert and University nominee need to be present as may be applicable.
- v. The Screening-cum-Evaluation Committee on verification / evaluation of API score secured by the candidate through the 'PBAS' methodology designed by the respective University/ Institute/ Directorate of Technical Education and as per the minimum requirement specified by AICTE for each of the cadre, shall recommend to the Syndicate / Executive Council/Board of Management of the University/ institute about the suitability for the placement of the candidate(s) under CAS for implementation.
- vi. All the selection procedures outlined above, shall be completed on the day of the selection committee meeting, wherein the minutes are recorded along with PBAS scoring pro-forma and recommendation made on the basis of merit and duly signed by all members of the selection committee in the minutes.

- vii. CAS, being a personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert to its original cadre.
- viii. The incumbent teacher must be on the roll and active service of the Universities /Colleges on the date of consideration by the Selection Committee for Selection /CAS
- ix. Candidates shall offer themselves for assessment for promotion, if they fulfil the minimum API scores indicated in the appropriate API system tables by submitting an application and the required PBAS pro-forma. They can do so three months before the due date of the promotion if they consider themselves eligible. In any event, the University / Institute concerned shall send a general circular twice a year calling for applications for CAS from eligible candidates.
- x. In the final assessment, if the candidates do not either fulfil the minimum API scores in the criteria as per PBAS pro-forma or obtain less than 50% in expert assessment, wherever applicable, such candidates will be reassessed only after a minimum period of one year.
- xi. If a candidate applies for CAS immediately on completion of the minimum eligibility period and is successful, the date of promotion will be made applicable from the date of completion of minimum period of eligibility.
- xii. If, however, the candidate finds that he / she fulfils the eligibility conditions at a later date and applies on that date and is successful, his/her promotion will be effected from the date of application.
- xiii. If the candidate does not succeed in the first assessment, but succeeds in the subsequent assessment, his / her promotion will be deemed to be from the later date of successful assessment
- xiv. All advancements to higher grade pay scales in various cadres will be effected on the basis of personal appraisal / confidential report of last five years in accordance with the guideline issued by the General Administration Department, Government of Maharashtra with respect to consideration of gradations in the annual performance appraisal for the promotion to the various posts.

- xv. Self-appraisal shall be evaluated by the higher authorities as the case maybe.

B. Counting of past services for direct recruitment and promotion under CAS:

- i. Previous regular and approved service by the competent authority, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific / professional organizations such as the CSIR, ICAR, DROLL, UGC, ICSSR, ICHR, ICMR, DBT, etc., should be counted for direct recruitment and promotion under CAS of a teacher provided that:
- a. The essential qualifications of the post held were not lower than the qualifications prescribed by the AICTE as the case may be.
 - b. The post is/was in an equivalent grade or of the pre-revised scale of pay as the case may be.
 - c. The candidate for direct recruitment has applied through proper channel only.
 - d. The concerned teacher should possess the same minimum qualifications as prescribed by the AICTE for appointment to the related post.
 - e. The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University / State Government / concerned institutions, for such appointments.
 - f. The previous appointment was not as guest lecturer for any duration, or an ad-hoc or in a leave vacancy of less than one year duration. Ad-hoc or temporary service of more than one year duration can be counted provided that :
 - i) the period of service was of more than one year duration
 - ii) The incumbent was appointed on the recommendation of duly constituted Selection Committee and approval was accorded by the competent authority for such (such as University /Directorate of Technical Education /MSBTE/ as case may be) appointments.
 - iii) the incumbent was selected to the permanent post in continuation to the ad-hoc or temporary service; and

- iv) Artificial break in service shall not be used to the prejudice of employee, appointed on permanent basis. The person appointed on permanent basis shall be given the benefit of entire service rendered by him with effect from the date of initial appointment (temporary / contract / ad-hoc) notwithstanding the artificial break/ breaks (six months) in service
- g. No distinction should be made with reference to the nature of management of the institution where previous services was rendered (private/ local body/ Government) was considered for counting past services under this clause.

The detailed report of CAS promotions in each autonomous institute and for non-autonomous institutes (Degree / Diploma Level all Government and Government aided institutes) given at Directorate level shall be submitted to government annually for information.

This Government Resolution is issued with the concurrence of Finance Department vide its UOR no 225/2015 Seva -9 dated 19/5/2015.

This Government resolution of Maharashtra Government is available at the website www.maharashtra.gov.in. Reference no. for this is 201510211217430908. This order has been signed digitally.

By order and in the name of the Governor of Maharashtra.

(Prakash B. Avhad)

Desk Officer, Government of Maharashtra

Copy forwarded to:

1. The Secretary to the Hon'ble Governor of Maharashtra.
2. The Secretary to Hon'ble Chief Minister
3. Hon'ble Minister, / State Minister Higher & Technical Education
4. The Vice Chancellors of all Universities

5. The Secretary to the Government of India, MHRD (Department of Education, New Delhi.
6. Member Secretary, All India Council of Technical Education, New Delhi.
7. The Secretary University Grant Commission, New Delhi
8. The Secretary, Maharashtra Vidhan Mandal Sachivalaya, Vidan Bhuvan, Mumbai-32
9. The Director of Technical Education, Maharashtra State, Mumbai.
10. The Regional Joint Directors of Technical Education, Mumbai, Pune, Nasik, Aurangabad, Amravati, Nagpur.
11. The Regional Boards of Technical Education, Mumbai, Pune, Aurangabad, Nagpur.
12. Vice-Chancellor, Dr. Babasaheb Ambedkar Technological University Lonere,
13. Vice-Chancellor, Institute of Chemical Technology, Matunga, Mumbai
14. Principals/ Directors of all Government and Non-Government aided Degree and Diploma institutions (Directorate Technical Education Should circulates the copies).
15. The Account General (Account), Maharashtra I and II, Mumbai and Nagpur.